

State of Rhode Island Choice Plus Plan with a Health Savings Account (HSA)



Agenda



State of Rhode Island's Choice Plus Plan with HSA

- ✓ UnitedHealthcare plan features
- ✓ High level benefit plan review
- How the medical benefit and HSA works together

Health Savings Account (HSA)

- ✓ Defining the HSA
- ✓ Eligibility requirements
- ✓ About Optum Bank
- ✓ Qualified Expenses
- ✓ Opening and funding the HSA
- ✓ How to access HSA funds
- ✓ How an HSA helps you save

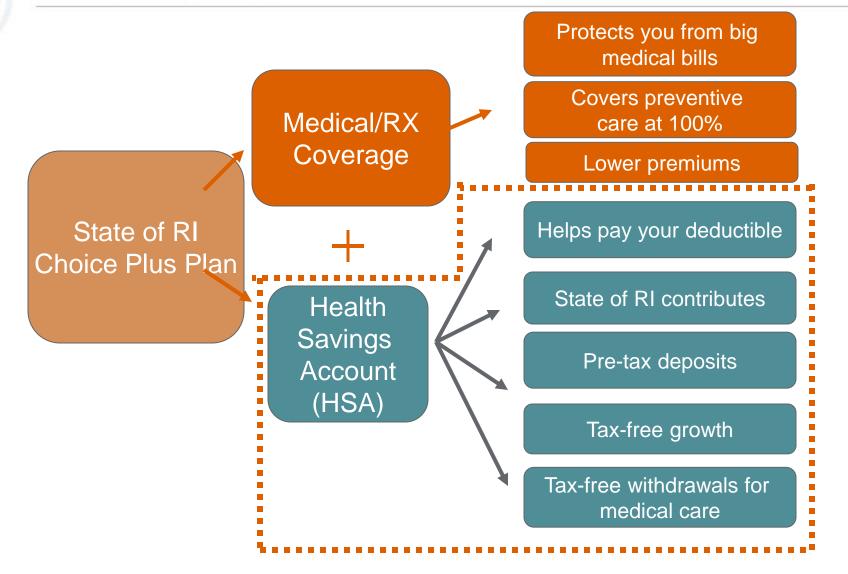
Tools/Resources



Investments are not FDIC insured, are not guaranteed by Optum Bank[®], and may lose value.

State of Rhode Island Choice Plus Plan with an HSA Overview







Choice Plus Plan with a HSA

Choice Plus Plan with a Health Savings Account (HSA)		In-Network	Out of Network
Annual Deductible	Individual: Family:	\$1,500 \$3,000	\$2,250 \$4,500
Annual Out-of-pocket maximum	Individual: Family:	\$3,000 \$6,000	\$4,500 \$9,000
State of RI HSA annual contribution Employees <u>not</u> currently enrolled in a Health Care Flexible Spending Account (FSA)	Individual: Family:	\$1,500 (\$750 on 1/1/16 and \$750 on 7/1/16) \$3,000 (\$1,500 on 1/1/16 and \$1,500 on 7/1/16)	
Employees currently enrolled in a Health Care Flexible Spending Account (FSA)	Individual: Family:	\$1,500 (\$1,500 on 7/1/16) \$3,000 (\$3,000 on 7/1/16)	
Preventive care		100%	Plan pays 70%** after deductible
Coinsurance (e.g., office visit, outpatient surgery, hospitalization)		Plan pays 90%* after deductible	Plan pays 70%** after deductible
Prescription drug benefit (Administered by CVS/caremark)		Retail Pharmacy Network (up to a 30-day supply): Deductible then \$7 copay generic drugs /\$25 copay preferred brand drugs /\$45 copay non- preferred brand drugs. CVS/caremark Mail Service or CVS/pharmacy (up to a 90-day supply): Deductible then \$14 copay generic drugs/\$50 copay preferred brand drugs /\$90 copay non-preferred brand drugs. Deductible does not apply to drugs on the Preventive Therapy Drug List.	Plan pays 70%** after deductible

^{*10%} paid by member ** 30% paid by member





- 1. Your deductible
- 2. Your coverage
- 3. Your out-of-pocket maximum

How the Choice Plus Plan with a HSA Works





Your deductible

- You will pay the full cost of your qualified medical and pharmacy expenses until you meet your deductible.
- You can choose to pay for care from your HSA or you can pay another way and let your HSA grow.
- Preventive medical care is covered at 100% in-network.
- The deductible does not apply to drugs on the Preventive Medication Therapy List, administered by CVS/caremark.

1.

Your deductible

You choose to pay out of your pocket OR with your HSA

Preventive care is covered at 100% in-network.

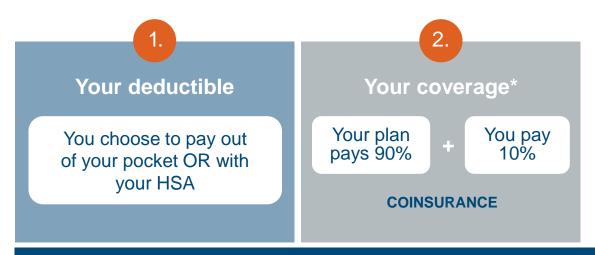
How the Choice Plus Plan with a HSA Works





Your coverage

- Your plan pays the major portion of your expenses, which is called coinsurance.
- You pay the rest.
- After the deductible, you will have copayments for prescription drugs, administered by CVS/caremark.



Preventive care is covered 100% in-network.

How the Choice Plus Plan with a HSA Works





Your out-of-pocket maximum

- You are protected from major expenses with an out-of-pocket maximum.
- Once you meet the out of pocket maximum, the plan will pay 100% of all remaining covered expenses for the rest of the plan year.
- Your deductible, coinsurance, and copayments go toward meeting your out of pocket maximum.



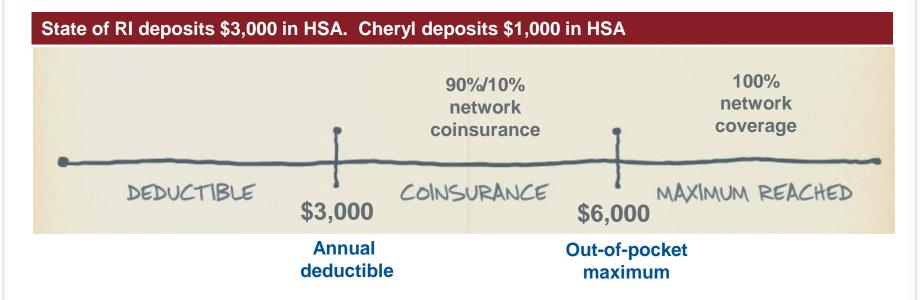
Preventive care is covered 100% in-network.

Cheryl has a family. She chose the Choice Plus Plan with a HSA because:



- Lower monthly premiums
- The State of RI contributes \$3,000 if she opens an HSA
- Cheryl contributes an additional \$1,000 dollars to her
 HSA on a pre-tax basis (saves her roughly \$300 in taxes)
- She and her family members can keep their doctors
- She has a chance to save for future health bills with HSA





How Cheryl's Choice Plus Plan with a HSA works – Year 1



1 preventive exam per member: \$0 Paid 100% by the Plan

1 visit to ER: \$1,300 Cheryl uses her HSA to pay

4 doctor visits: \$500 Cheryl uses her HSA to pay

6 prescriptions: \$300 Cheryl uses her HSA to pay

Total cost: \$2,100 Paid from HSA: \$2,100

And Cheryl still has \$1,900 Left in her HSA that will roll over to the next year!

\$4,000 in HSA (\$1,000 Cheryl's contribution/\$3,000 State of RI Contribution)



Annual deductible

Out-of-pocket maximum



How Cheryl uses her HSA

Cheryl goes to the doctor with her HSA



Cheryl presents her UnitedHealthcare member ID card at the doctor's office





Her doctor submits a claim to UnitedHealthcare



Cheryl fills her prescription and pays for it with her HSA Debit MasterCard® card



Cheryl receives and pays her doctor's bill with her HSA Debit MasterCard® card



Cheryl retains her receipts



What is a Health Savings Account?

A Health Savings Account (HSA) is taxadvantaged

 All contributions are made pre-tax (exempt from State, Federal and FICA taxes) and funds can grow tax free.

Owned by YOU!

- The account belongs to you, so only you decide how to spend it
- You can increase or decrease you HSA contribution amount at anytime during the year
- Money left in your account carries over from year to year
- It remains yours even if you leave your employment or retire from the State of Rhode Island

Used to help you plan and pay for both current and/or future healthcare expenses

- You can withdraw money tax-free for qualified health expenses(non-qualified expenses are subject to taxes and penalties)
- Or you can save funds to pay for future expenses





UHC's partner Bank is Optum BankSM



UnitedHealthcare HSA Bank of Choice

Established in 2003

Focuses solely on health care banking

HSAs are our sole focus

Is one of the nation's leading custodians of health savings accounts (HSAs)

Member FDIC – individual assets insured to \$250,000

Optum Bank serves thousands of employers, families and individuals

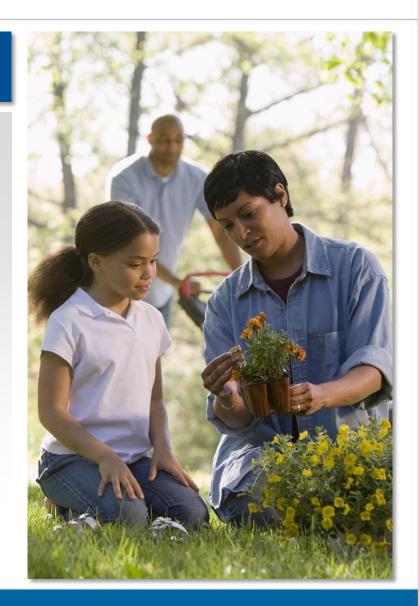
We administer more than 1.6 Million individual HSAs



HSA eligibility

You are eligible to open and contribute to an HSA if:

- You are covered by an HSA qualifying high deductible health plan (HDHP)
- You are not covered by any other health plan that is not a high deductible plan
- You are not entitled to Medicare, TRICARE, or TRICARE for Life
- You have not received VA benefits within the past three months
- You are not claimed as a dependent on someone else's tax return
- You are not covered by a health care flexible spending account (FSA) – See following slide.



HSA Eligibility for Current FSA Participants



For those employees who wish to enroll in the Choice Plus Plan with HSA on 1/1/16 and are currently participants in the FSA plan:

- You can still enroll in the Choice Plus Plan with HSA, however because your current participation in the FSA runs until 6/30/16, this is considered to be "other non-qualified coverage" that prevents you from being able to open your HSA until that coverage ends
- Your FSA coverage ends 6/30/16, therefore, you will be able to open your HSA effective 7/1/16. You will still be able to use your FSA for expenses incurred between 1/1/16 and 6/30/16.
- You will complete the paperwork to open up your HSA in November (the same time you complete your other medical enrollment forms), however the account will not become active and funded until 7/1/16
- On 7/1/16, the State will provide a lump sum contribution to your HSA equal to 100% of the annual contribution (\$1,500 or \$3,000 - depending on the level of coverage you elected)
- If you have funds remaining in your FSA on 6/30/16, they can be rolled over to a Limited Purpose FSA at that time. Limited Purpose FSAs (that only pay for Dental and Vision expenses) are considered compatible with HSAs.



HSA Qualified Medical Expenses



Health plan deductibles and coinsurance



Medical,
Dental,
Vision,
Prescriptions Drugs,
and more



Use HSA dollars to pay for healthcare expenses for your spouse and/or any legal dependents

Employee's spouse and dependents don't need to be covered by the HDHP in order to use account funds to pay for their out-of-pocket health care expenses

Any money you take out of your HSA for eligible healthcare expenses is *income-tax free*



Other HSA-Qualified Medical Expenses

Health coverage while receiving unemployment benefits

COBRA continuation coverage

Qualified long-term care

Medicare premiums and out-of-pocket expenses





Paying for non-qualified expenses

Any HSA funds used for purposes other than to pay for qualified medical expenses are:

- Taxable as income
- Subject to a 20% tax penalty*

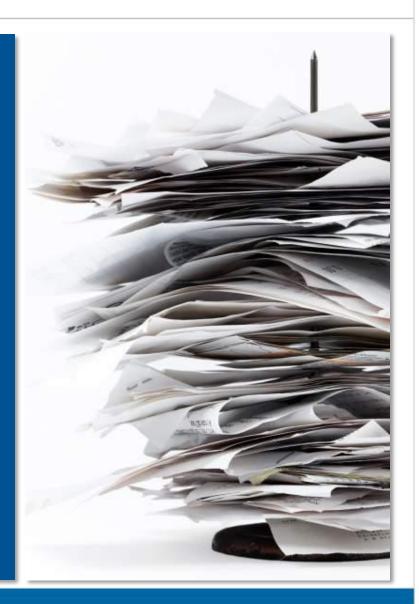
^{*} The 20% tax penalty does not apply to account holders age 65 and older, those who become disabled or enroll in Medicare





Save your receipts!

- Save your receipts for all qualified medical expenses
- Our convenient receipt vault allows you to upload receipts and store them within your HSA online
- Optum Bank[™] does not track your expenses or verify eligibility however we will report all contributions and distributions to both you and the IRS at year end





HSA Annual Contribution Limits

Amount of funding

The IRS determines how much you can fund

Contribution rules

- Contributions are based on your level of health coverage
- For 2016, individuals electing single coverage can contribute up to \$3,350 per year
- Individuals electing family coverage can contribute up to \$6,750 per year.
- The maximum allowable contribution includes your employers contribution as well as any contributions you choose to make

Additional funding

 Those 55 years of age or higher, but not yet entitled to Medicare benefits, can fund an additional \$1,000/year "catch-up" contribution



HSA Deposit Options

Employer Contribution

State of RI HSA Contribution

- The State of RI will contribute \$1500 to your HSA if you elect single coverage and \$3,000 if you elect family coverage
- Contributions will be prorated twice annually with ½ the contribution being deposited on 1/1/16 and the other half on 7/1/16.*

Payroll deduction

 Contribute enough through payroll deduction to cover your deductible. Payroll deductions are pretax and reduce your Federal, State and FICA tax.

Mail a Check

 Deposit additional dollars into your account by April 15 of the current year in order to realize tax savings for the prior year

e-Contribute

Arrange a one-time or regular electronic transfer from an account at another financial institution



Convenient Access to Funds

MasterCard® branded debit card

- Available for use at Point-of-Service with Signature or PIN (free)
- Withdraw cash at ATM to replenish funds paid outof-pocket (\$2.50 *)
- Can elect to receive additional cards for your spouse or dependents to use

Online Bill Pay (free)

Pay a provider or reimburse yourself

myClaimsManager

 Tool online at myuhc.com to pay claims via your HSA or personal bank account

Checks (upon request)





Good to Know:

- Timing of HSA fund withdrawal need not be associated with timing of claims.
- Expenses can be reimbursed at a later date anytime in the future.
- There must be funds in the account at the time of reimbursement or payment





- You will be given the opportunity to open up an account during annual enrollment by completing an application.
- Once your account is open, you will receive a Welcome Kit from Optum Bank approximately 7 to 10 business days from the date enrollment materials are received and processed
- Your Debit Card will arrive in a separate mailing – you can order additional cards for a spouse or dependent (age 18+) online or by calling customer service
- You can access all aspects of your HSA online via myuhc.com
- After logging on to your account for the first time, you will be prompted to provide your email address. You'll receive an Optum Bank bi-monthly newsletter with tips for helping you to make the most of your health care dollars.





Growing funds

HSA Deposit Account

- Interest bearing
- Provides liquidity for transactional needs
- Accounts are FDIC insured to \$250,000

Investment Options

- Amounts above \$2,000 can be invested (minimum investment amount is \$100)
- Access to 25 non-proprietary, no load or load waived funds
- Invested funds can be used to pay bills; however, are not available until the investment is sold
- Investment purchases can be set up on-line. Auto Sweep is available
- Access to investment information online, including links to prospectuses, as well as Morningstar[®] Quick Take Pages (updated daily) and Lipper Fund Facts
- Funds are NOT FDIC insured







How an HSA helps you save

- The money Steve puts into his HSA is income tax-deductible
- Any money Steve withdraws from his HSA to pay for qualified medical expenses is withdrawn income tax-free
- Steve may earn interest on his account, and it is not taxable
- The amount not spent during this year carries over for use in future years





How much did Steve save?

In 2016, Steve will deposit \$6,750 into his HSA, the max. contribution for family coverage. \$3,000 will come from the State and the other \$3,750 from Steve's pre-tax payroll deductions

Steve's federal and state income tax and FICA savings for the year are \$1,412*

Steve will withdraw \$3,000 to pay for qualified medical expenses for himself and his family

Steve will **not** have to pay income taxes on the \$3,000 as long as he uses it to pay for qualified expenses

3

Steve earns interest on his account

Steve does **not** have to pay income taxes on his interest

Steve will carry over \$3,650 HSA dollars (contributions – expenses + account earnings) into the next year

With a traditional plan, Steve wouldn't have this carryover option, which helps him save for the future

^{*} Assumes a 25% federal tax rate, 5% state tax rate and 7.65% FICA

State of Rhode Island's Choice Plus Plan with HSA: What you can expect





State of Rhode Island's Choice Plus Plan with HSA



With the State of Rhode Island's Choice Plus plan with a HSA, administered by UnitedHealthcare and Optum Bank, you can use any doctor, clinics, hospital, or health care facility. You can save money when you use a health savings account (HSA) and access UnitedHealthcare's network of providers

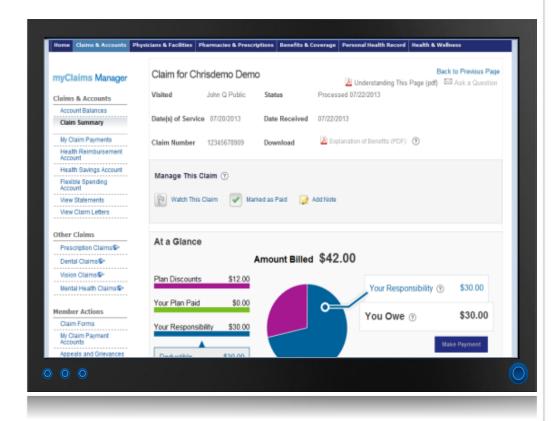
Familiar Plan Features including:

- ✓ Same national network as the current UnitedHealthcare benefit plan.
 - If you go out of network, your costs may be higher. Out of network providers can even bill you for amounts higher than what your plan will cover.
- ✓ There's no need to choose a primary care provider (PCP) or get referrals to see a specialist.
 - Consider finding a PCP; they can be helpful in managing your care
- ✓ Preventive care is covered at 100% when using a UHC network provider.
 - Includes well visits, immunizations, mammograms, colonoscopies, routine labs, and more



Managing your HSA online

- Check your balance
- Arrange deposits from another banking account
- Pay bills to health care providers
- Reimburse yourself for qualified medical expenses paid out-ofpocket
- Use HSA calculators
- Check the contribution tracker for YTD contribution amounts
- Use the convenient receipt vault
- Manage investment activities for your HSA



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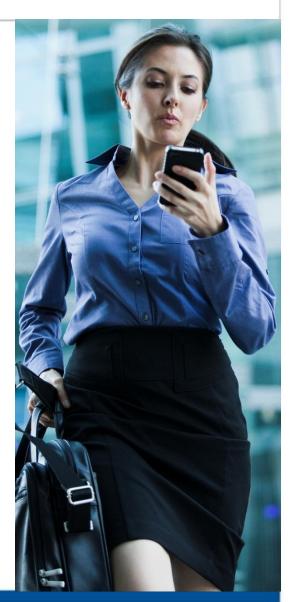
Tools and Resources



The Right Tools

Using your HSA wisely means using these tools:

- myHealthcare Cost Estimator[®]
- myClaims Manager
- Health Savings Checkup
- Personalized Messages
- UnitedHealthcare Health4Me[™]
 Mobile App





Helping to enable greater health ownership

UnitedHealthcare makes it easier for members to make good health decisions, understand their benefits, manage their finances and navigate the health system



Every day:

FitBit tracks steps and uploads into personal tracker

Robust digital experience

Personalized guidance and service

Big data drives personalization

Final step

Checks HSA balance

Pays doctor online using HSA funds

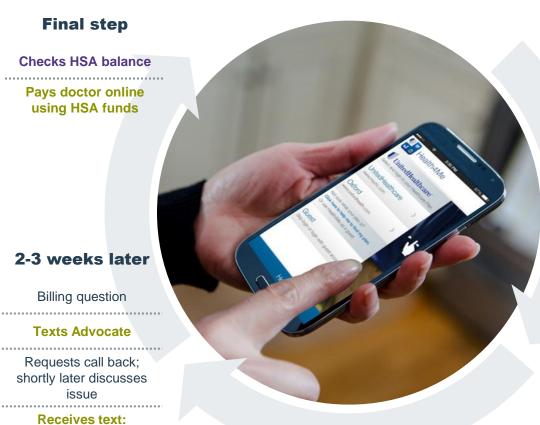
2-3 weeks later

Billing question

Texts Advocate

Requests call back: shortly later discusses issue

> Receives text: "Resolved"



Day one

Sore throat and cough, but must travel to outof-town meeting

Calls NurseLineSM: suggests seeking care before returning home

Locates in-network **Urgent Care providers** and directions

Following week

Still coughing and not feeling well

Sees Primary Care Physician (PCP) who suggests chest X-ray

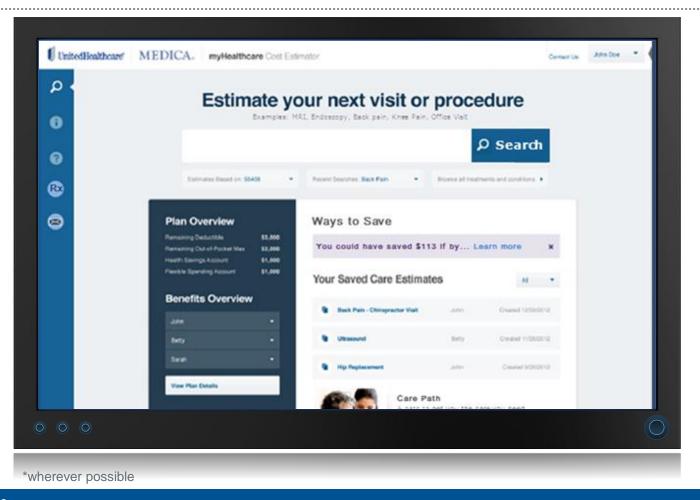
Checks myHCE to see cost estimates for different facilities and discusses options with PCP

myHealthcare Cost Estimator: Price and quality transparency



Make smart health care choices

myHealthcare Cost Estimator is designed to help members shop for value



Personalized experience

Broad access and services

Estimates based on actual contract rates*

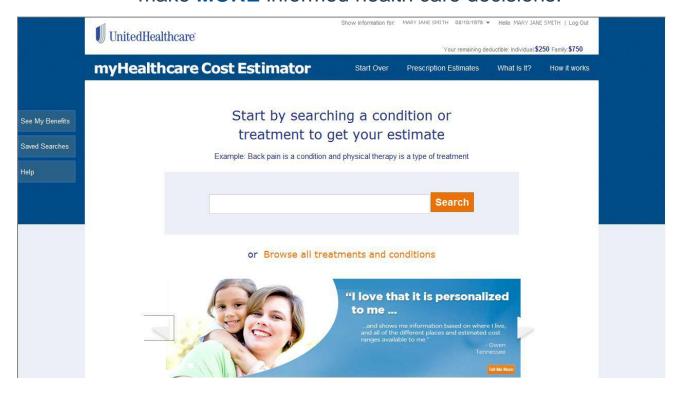
Integrated quality

Comprehensive support

myHealthcare Cost Estimator Price and quality transparency



myHealthcare Cost Estimator is YOUR personalized online tool to make MORE informed health care decisions.



myHealthcare Cost Estimator is available on Health4Me and myuhc.com®

All UnitedHealthcare members can access a cost estimator online tool. Depending on your specific benefit plan and the ZIP code that is entered, either the new myHealthcare Cost Estimator or the current Treatment Cost Estimator will be available. A mobile version of myHealthcare Cost Estimator will be launched soon, and additional ZIP codes and procedures will be added soon.



How does it work?

The **myHealthcare Cost Estimator** allows you to select your treatment based on your specific needs.

1. START WITH WHAT YOU NEED.

Look up a symptom, treatment or test. We will help you find what you're looking for. No need to be a health care expert the information is laid out for easy reference.



2. CHOOSE YOUR CARE PATH.

Learn about the care, cost and time to treat your condition. The care path allows you to see the appointments, tests and follow up care involved, from the first consult to last follow up.



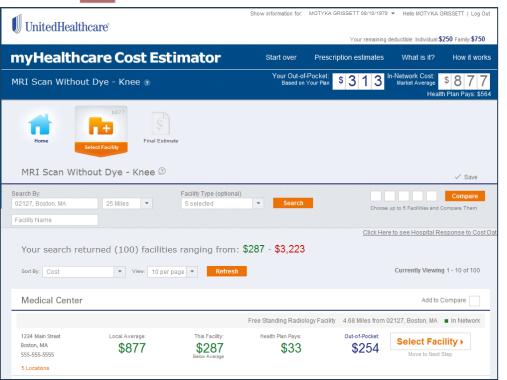
3. SEE THE BIG PICTURE.

Learn about costs ahead of time to help you plan. Create a custom estimate based on your plan details and preferred provider and facilities.



Know your **procedure**.



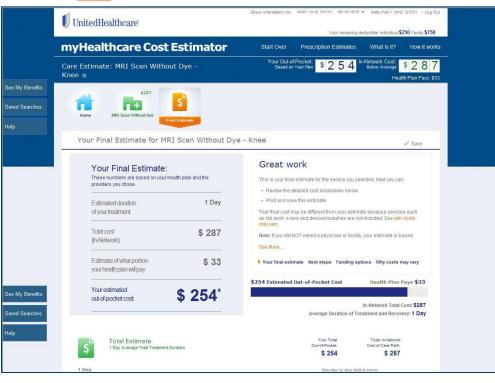


- Research your condition to learn about your procedures and treatments options
- What is the difference between an MRI, CT Scan and X-Ray?
 - Get information about each procedure
 - Identify the benefits and risks
- Learn about the cost and time involved in a procedure. Then see the appointments, tests and follow up care involved, from the first appointment to last follow up.
- Access in-depth information on many procedures with more being added regularly



Know your **price**.

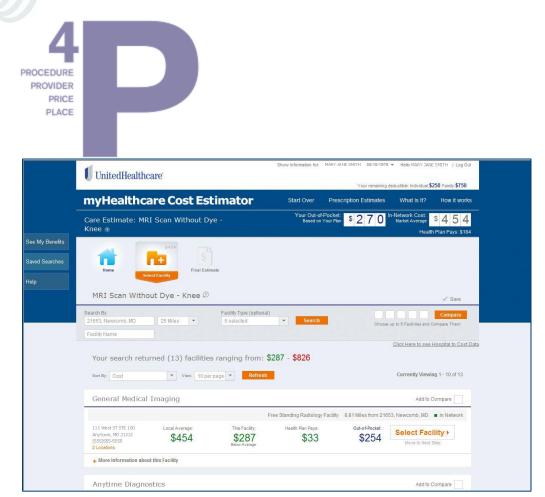




- With myHealthcare Cost Estimator you'll see the average estimate for any Care Path you choose, based on data collected from physicians, health care practitioners and hospitals in the geographic location you are searching
- Review a detailed cost break down
 - In-network total cost
 - Employer responsibility
 - Your estimated out-of-pocket cost
- Understand the cost for your visit, treatment and facility.
- Calculate how each treatment option impacts your out-of-pocket costs based on your personalized plan details to plan for future expenses



Know your **provider**.



Find a provider based on:

- Quality and cost efficiency*
- Specialty
- Gender
- Affiliated facilities
- Distance

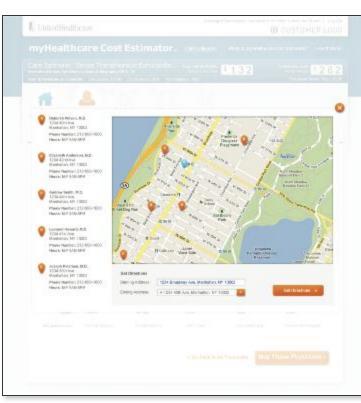
Cost based on in-network or out-ofnetwork with descriptions on what this means for you.

^{*} Physicians are evaluated across 21 specialties, including family practice, internal medicine, pediatrics, cardiology and orthopedics. Those who meet quality and cost efficiency standards receive two stars and those who meet quality standards receive one star. Facilities are evaluated for cardiac, total joint and spine, neonatology, congenital heart disease and infertility. Those that meet quality standards receive up to three stars and will be recognized as "higher efficiency," "average efficiency," or "lower efficiency," in addition to their quality designation.



Know the place.

PROCEDURE
PROVIDER
PRICE
PLACE



Locate providers based on your geographic search criteria for:

- Facility and Location Information
 - Number of UnitedHealthcare member discharges each year
 - Accreditations
- Quality, Safety & Cost Efficiency
- Affiliated Physicians

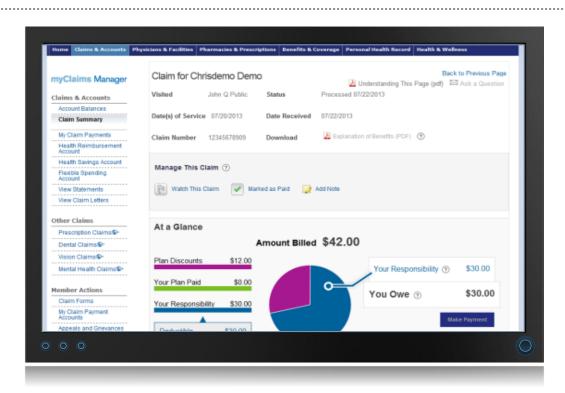
You can even get driving directions to your location!

myClaims Manager Online claims management and payment



Make smart health care choices

\$60 million in online provider payments using myClaims Manager in first year



Simple design, graphics, and consumer-friendly language illustrate how claims are paid

Enhanced search to filter claims by provider or date range

Online payment to providers for out-of-pocket expenses

Save payment info for future use (credit/debit cards, HSA accounts, bank accounts)

Self-service reporting for easy benefit management

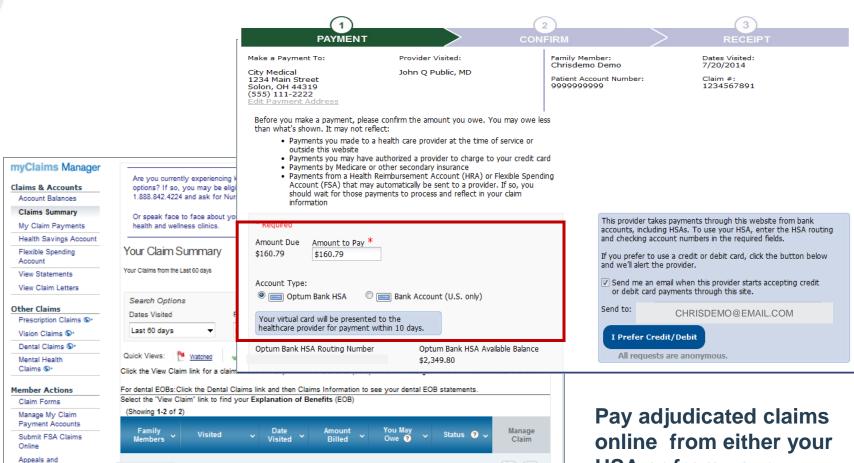
"Impressed how clear the information is and how easy it is to access claims. I particularly like being able to pay the providers right from the site."

(Actual member feedback)

"I love the new option to pay medical bills on myuhc.com! That idea is genius! I have so many coming from so many different directions it is difficult to budget and track, so I love how I can pay providers right from UnitedHealthcare's site. Thanks for making this so user friendly." (Actual member feedback)

myClaimsManager Pay claim from HSA or personal funds





Pay adjudicated claims online from either your HSA or from your personal funds with the click of a button.

Grievances

Direct Deposit

Coordination of

Options

Mailing and Email
Preferences

Automatic Payment

Pat

Demo

Chris

demo

T Robert

🐑 D O'brian

\$316.95

Make Payment

Payment Help

\$160.79

Make Payment

Payment Help

\$375.00

View Claim

\$196.00

03/08/2014

03/06/2014

Processed

03/12/2014

Processed

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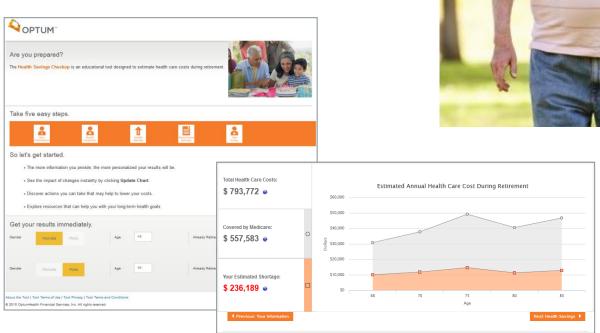
Add Note

Add Note



Health Savings Checkup

- Estimate your retirement health care costs.
- Learn how to stay healthy, spend less, save more.







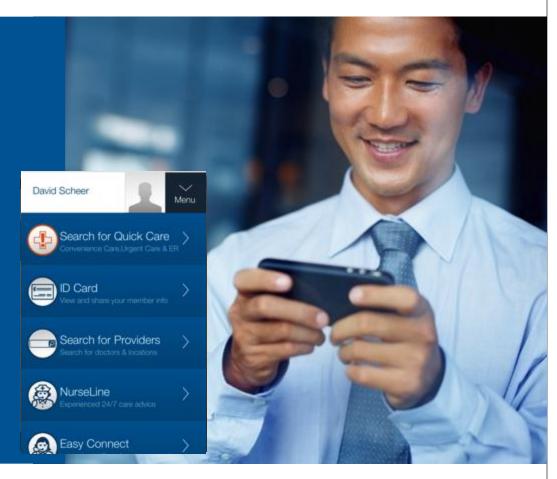
UnitedHealthcare Health4Me™





Award-winning access to powerful health information...for everyone

- Check claims, deductibles, accounts & health records on the go
- Show & share ID card with doctors
- Select care providers using cost estimates
- Access to market average cost estimates for all consumers















What if I have more questions?

Review your benefit plan information

Call the toll-free Customer Care number on the back of your HSA Debit MasterCard®

Visit optumbank.com or myuhc.com



Thank you.

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Insurance coverage provided by or through UnitedHealthcare Insurance Company or its affiliates. Administrative services provided by UnitedHealthcare Insurance Company, United HealthCare Services, Inc., or their affiliates. Health Plan coverage provided by or through a UnitedHealthcare company. For informational purposes only. UnitedHealthcare does not diagnose problems or recommend specific treatment. The information provided in this document is not a substitute for your physician's care. Services and medical technologies referenced herein may not be covered under your plan or be available in all states or for all groups. Hypothetical example is for illustrative purposes only. All events, persons and results described herein are entirely fictitious and amounts will vary depending on your unique circumstances. Any resemblance to real events or persons, living or dead, is purely coincidental. Current rates are variable and may change at any time.

Health Savings Accounts (HSAs) are individual accounts offered by Optum Bank. Member FDIC, and are subject to eligibility and restrictions on distributions for qualified medical expenses set forth in section 213(d) of the Internal Revenue Code. State taxes may apply. Fees may reduce earnings on account. This communication is not intended as legal or tax advice. Please contact a competent legal or tax professional for personal advice on eligibility, tax treatment, and restrictions. Federal and state laws and regulations are subject to change.

Please check your health benefit plan materials to determine whether your employer will make supplemental contributions to your HSA. Hypothetical example is for illustrative purposes only. All events, persons and results described herein are entirely fictitious and amounts will vary depending on your unique circumstances. Any resemblance to real events or persons, living or dead, is purely coincidental.

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